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## Region 10 Innovation Philosophy

(Adopted 4-10-03 for RIC use only until a roll out strategy is developed)

In Region 10, we hold innovation as an organizational core value and competency that is essential to achieving our mission of protecting public health and the environment. We expect all employees to view their primary work as that of an environmental problem-solver--whether directly or in a support capacity. Where current approaches are not producing the desired results, we expect employees to consider the application of innovative ways to get the work done. We encourage and support reasonable risk-taking. We intend for EPA Region 10 to become a model for innovation leadership - a place where innovation happens organically and continuously.

We expect that all Region 10 employees, managers and staff alike, will

- ✧ contribute to the creation of a work environment entirely open to the cultivation and development of innovative approaches and the free exchange of ideas.
- ✧ actively communicate to partners, customers, and the regulated community that the Region is genuinely interested in becoming aware of, evaluating, and, where possible, collaborating on, adopting, and/or adapting promising innovations.
- ✧ explore all reasonable and available options for regulatory and non-regulatory decision-making
- ✧ support reasonable risk-taking and the associated freedom to fail
- ✧ be rewarded and recognized for their extraordinary creative contributions
- ✧ avail themselves of training and coaching that can enhance creativity and problem-solving ability

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